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C O N T R A C T

Between

MORRIS
BOROUGH OF MADISON, MADISON, NEW JERSEY

and

LOCAL UNION NO. 866, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS
OF AMERICA

for

ALL EMPLOYEES EMPLOYED BY THE BOROUGH OF MADISON, MADISON, NEW JERSEY,
IN THE SANITATION, ROAD, PARKS, MECHANICAL SERVICE, ENGINEERING,
WATER AND LIGHT DEPARTMENTS CLASSIFIED AS:

TRUCK DRIVERS, EQUIPMENT OPERATORS, FOREMAN, ASSISTANT
FOREMAN, MECHANICS, ENGINEERING ASSISTANTS, METER READER, CUSTOMER
SERVICEMAN, STATION OPERATOR, ASSISTANT TO GENERAL MANAGER, LINE FOREMAN,
LINEMEN, GROUNDSKEEPER, BUILDING CUSTODIAN, METER TESTER, BUT EXCLUDING
OFFICE CLERICAL, CRAFT AND PROFESSIONAL EMPLOYEES, MANAGERIAL EXECUTIVES,
FIREMEN, POLICEMEN AND SUPERVISORS WITHIN THE MEANING OF THE ACT.

FOR THE TERM COMMENCING JANUARY 1, 1976

AND ENDING DECEMBER 31, 1976

ARTICLE I

RECOGNITION

The Borough of Madison, New Jersey, recognizes Local Union 866 I.B.T. as the sole and exclusive bargaining agency for all employees covered by the Agreement in all matters pertaining to rates of pay, wages, hours of work, benefits and other terms and conditions of employment.

ARTICLE II

SCOPE OF BARGAINING UNIT

This Agreement covers all employees employed by the Borough of Madison, Madison, New Jersey, in: SANITATION, ROAD, PARKS, MECHANICAL SERVICE, ENGINEERING, WATER AND LIGHT DEPARTMENTS CLASSIFIED AS: TRUCK DRIVERS, EQUIPMENT OPERATORS, FOREMAN, ASSISTANT FOREMAN, ENGINEER ASSISTANT, METER READER, CUSTOMER SERVICEMAN, STATION OPERATOR, ASSISTANT TO GENERAL MANAGER, LINE FOREMAN, LINEMEN, GROUNDSKEEPER, METER TESTER, BUILDING CUSTODIAN, BUT EXCLUDING OFFICE CLERICAL, CRAFT AND PROFESSIONAL EMPLOYEES, MANAGERIAL EXECUTIVES, POLICEMEN, FIREMEN AND SUPERVISORS WITHIN THE MEANING OF THE ACT.

Supervisors and other excluded personnel shall not be permitted to perform any work normally performed by employees covered by this Agreement except under emergency conditions.

The Borough shall not employ any contractor(s) while any employee is on lay-off, nor shall any employee be laid off if any contractor(s) is performing work associated to the bargaining unit.

ARTICLE III

AGENCY SHOP

1. Membership in the Local Union is not compulsory. Employees have the right to join, not join, maintain, or drop their membership in the Local Union, as they see fit. Neither party shall exert any pressure on or discriminate against an employee as regards such matters.

2. Membership in the Local Union is separate, apart and distinct from the assumption by one of his equal obligation to the extent that he receives equal benefits. The Local Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Local Union. The terms of this Agreement have been made for all employees in the bargaining unit and not only for members in the Local Union, and this Agreement has been executed by the Employer after it has satisfied

itself that the Local Union is the choice of a majority of the employees in the bargaining unit. Accordingly, it is fair that each employee in the bargaining unit pay his own way and assume his fair share of the obligation along with the grant of equal benefit contained in this Agreement.

3. In accordance with the policy set forth under subparagraphs 1 and 2 of this Section, all employees shall as a condition of continued employment, pay to the Local Union, the employee's exclusive collective bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Local Union, which shall be limited to an amount of money equal to the Local Unions' regular and usual initiation fees and its regular and usual dues. For present employees, such payments shall commence thirty-one (31) days following the effective date or on the date of execution of this Agreement, whichever is the later, and for new employees the payment shall start thirty-one (31) days following the date of employment.

4. If any provision of this Article is invalid under the law of New Jersey, such provision shall be modified to comply with the requirements of State Law or shall be re-negotiated for the purpose of adequate replacement.

ARTICLE IV

DUES CHECK-OFF

1. The Borough agrees that it will, on the first payroll in each month, deduct the Union dues or service fees from the pay of each employee and transmit the same with a list of such employees to the Secretary-Treasurer of Local 866, I.B.T. within ten (10) days after the dues are deducted.

2. The Union agrees to furnish written authorization, in accordance with the law, from each employee authorizing dues deductions.

3. The Union will furnish the Borough a written statement of the dues to be deducted.

4. The Union agrees to indemnify and hold the Borough harmless from and against any and all claims arising under this provision.

ARTICLE V

RATES OF PAY

1. Each employee will be classified in accordance with skills used and shall be paid not less than the rate for such classification in accordance with the table of job classification and Rate of Pay in Schedules

"A" and "B", which are attached hereto and made part of this Agreement. Foremen shall not perform work of any other classification except as follows:

- (a) Under emergency conditions, or
- (b) According to present practice in the Mechanical Service Department, or
- (c) In the absence from work of regular employees.

2. Longevity Pay shall be considered as part of base wages, for the purpose of computing overtime, holiday pay, vacation pay, sick pay, retirement and any other benefits.

Entitlement of longevity is based on the employee's initial date of hire as follows:

After 5 full years of service.....	\$100/Year
After 10 full years of service.....	\$200/Year
After 15 full years of service.....	\$300/Year
After 20 full years of service.....	\$400/Year
After 25 full years of service.....	\$500/Year
After 30 full years of service.....	\$600/Year

3. Any position not covered by Schedule "A" or any positions which may be established during the life of this Agreement shall be subject to negotiations between the Borough and the Union. The employer maintains the right to create a new classification and rate of pay for that position, after which, in the event of dispute between the Union and the employer regarding such classification and rate of pay, such dispute shall be submitted to grievance procedure for settlement, and if the parties cannot agree, to arbitration.

4. The Borough agrees to pay wages earned on a bi-weekly basis which will include wages for overtime hours. Payday shall be Friday in accordance with the following schedule:

The work sheet shall commence at 12:01 a.m. Monday and end at 12:00 midnight the following Sunday. Wages will be calculated bi-weekly for all straight and overtime hours indicated on time cards to be presented not later than Monday A.M., following the bi-weekly period. Payment of wages earned in that bi-weekly period will be paid on Friday following the bi-weekly period reported. Employees will be paid during A.M. work hours. When payday falls on a Holiday, then the preceding day will be payday.

5. The past practice of allowing employees to cash pay checks during working hours will be continued.

6. Schedules "A" and "B" annexed hereto and made a part hereof, contain the adjustments for promotion to be effected during the calendar year 1976, except as otherwise provided in this Agreement.

7. As shown on Schedules "A" and "B", effective January 1, 1976, all classification rates have been increased by six and one half percent and the following classifications by an additional ten cents per hour:

- (a) Foreman, Light Utility
- (b) Lineman, after seven years
- (c) Foreman, Mechanical Service
- (d) Mechanic, after four years
- (e) Customer Service Man

ARTICLE VI

HOURS OF WORK

All employees in the Public Works Departments and in the Light Department (classified as Line Foremen, Linemen, Meter Tester, and Grounds-keeper) shall be scheduled for eight (8) hours each day, Monday through Friday. Unless otherwise specified herein, the work day shall start at 8:00 A.M. and end at 4:30 P.M. The Borough shall allow, without pay, a one-half (1/2) hour lunch period each day between 11:30 A.M. and 1:00 P.M.

OTHER SCHEDULES:

SWEEPER: 5:00 A.M. to 1:00 P.M. (no lunch period)
Monday through Friday

CUSTOMER SERVICE MAN, METER READERS:
8:00 A.M. to 4:30 P.M. (with one-half (1/2) hour
lunch period, without pay)
Monday through Friday

BUILDING CUSTODIAN (HARTLEY DODGE MEMORIAL)
7:45 A.M. to 4:45 P.M. (with one hour lunch
period, without pay)
Monday through Friday

STATION OPERATOR:
Station Operators will work a daily schedule of
8:00 A.M. to 4:30 P.M., Monday through Friday,
with a one-half (1/2) hour staggered lunch
period (without pay):

One man - 12:00 A.M. to 12:30 P.M.
One man - 12:30 P.M. to 1:00 P.M.

Saturday: One man each Saturday from 8:00 A.M. to 10:00 A.M.,
at one and one-half (1-1/2) times the regular rate.

Sunday: One man each Sunday from 8:00 A.M. to 10:00 A.M.,
at two (2) times the regular rate. Minimum Sunday
callout provisions of Article VII do not apply.

Holidays: One man each Holiday from 8:00 A.M. to 10:00 A.M., at one and one-half (1-1/2) times the regular rate, except Christmas and New Years when pay shall be at two (2) times the regular rate. The minimum callout provisions of Article VII do not apply.

SPECIAL SUMMER WORK SCHEDULE:

Beginning the first regular work day in July, all employees in the Public Works Departments and in the Light Department (classified as Line Foremen, Linemen, Meter Tester, and Groundskeeper) shall, on a trial basis, start the work day at 7:00 a.m. and continue to 3:30 p.m. The Borough shall allow, without pay, a one-half hour lunch period between 11:00 a.m. and 12:30 p.m. This schedule will be maintained during the months of July and August unless in the opinion of the Borough a large number of complaints are received about noise during the hour between 7:00 a.m. and 8:00 a.m. in which event the Borough may, after advising the Union in writing, change the starting time to 8:00 a.m. or to some other time between 7:00 a.m. and 8:00 a.m.

The following additional conditions shall apply to all employees covered by this Contract:

1. The Borough shall allow a paid one-half (1/2) hour lunch period whenever an employee is required to work ten (10) or more hours and additional paid one half (1/2) hour lunch periods for each subsequent four (4) hours of work.

The Borough shall allow employees sufficient time to return to the Garage or to the Water and Light Plant to eat their lunch.

The Borough shall also allow a paid coffee break once during each four (4) hour period.

Employees on active payroll who report to work shall be guaranteed a minimum of eight (8) hours work or straight time pay in lieu thereof.

2. The Borough shall grant employees for each overtime lunch period a meal allowance of not to exceed two Dollars and Fifty Cents (\$2.50).

3. Employees performing emergency work for more than four (4) consecutive hours outside their normal work day may take a rest period of one (1) hour after the fourth consecutive hour of such work.

OTHER

The Borough shall not require any employee to take time off to compensate for time worked in excess of eight (8) hours in a work day or forty hours in the work week.

ARTICLE VII

PREMIUM PAY

One and one-half (1-1/2) the straight time rate of pay shall be paid for all work:

- (a) performed in excess of eight (8) hours in any twenty-four (24) hour period.
- (b) performed prior to starting time (as defined in Article VI)
- (c) performed after quitting time (as defined in Article VI)
- (d) performed on Saturday.

In addition to Holiday pay, an employee who works on the holiday (except for Christmas and New Years, when all hours worked shall be paid for at double time), the employee will be paid one and one-half (1-1/2) times his straight time hourly rate for a minimum of four (4) hours. All hours worked in excess of four (4) hours shall be paid for at one and one-half (1-1/2) times rate for actual hours worked.

Employees called in to work on Sunday shall be given a minimum pay of four (4) hours at double their regular hourly rate of pay. For all hours worked on Sunday beyond the four (4) hours minimum the employee shall receive double his regular straight time rate for all hours worked.

Two (2) times the straight time hourly rate of pay shall be paid for all hours worked after the normal quitting time as defined in Article VI on Christmas and New Years eves.

Beginning June 14, 1976, employees called in to work on Saturday, or following the regular scheduled day's work Monday through Friday, shall be guaranteed a minimum pay of two (2) hours at one and one-half (1-1/2) times the straight time hourly rate of pay.

Opportunity to earn premium pay shall be rotated with the intention to achieve equalization of premium pay earnings within each class of work.

Standby pay shall be paid each week to Utility and Public Works employees scheduled for standby, which shall be equal to twelve (12) hours pay at the employee's straight time rate. Standby pay shall be paid each week to the Station Operator employee scheduled for Standby, which shall be equal to twelve (12) hours pay at the employee's straight time rate.

Employees on Standby need not remain at home, however, they shall leave a telephone number whereby on callout they can readily be reached so that they can arrive at the destination within one-half (1/2) hour. This standby

provision applies to all departments.

There shall be two employees only from the Light Utility Department selected to serve on standby each week. The first class lineman or foreman on standby will be the first man called out on all calls listed below:

1. Poles hit by vehicles.
2. Wires burning in trees.
3. Any wire that has fallen to ground.
4. Traffic lights, lamp replacement.
5. Check out calls when one customer is without power.

There shall be one Station Operator from the Water Utility Department on standby each week. The Station Operator on standby will be called out on all Electrical and Water calls listed below:

1. When five or more customers are without power.
2. When Alarms at Kings Road or James Park Sub-station go off.
3. When alarms for High Water & Low Water go off.
4. Bad water main leaks, hydrants and water meter leaks.

There shall likewise be two employees only from the Public Works Department employees (Roads, Parks, Sanitation and Mechanical Service Departments) selected to serve on Standby each week.

The period of Standby shall be from the end of the regular work day as defined by Article VI on Friday through seven (7) days ending at the end of the regular work day on Friday.

There shall be no pyramiding of overtime and/or premium pay provisions.

ARTICLE VIII

HOLIDAYS

Each of the following Holidays are recognized by the Borough and shall be paid for as eight (8) hours at the straight time hourly rate without performing work:

- | | |
|--------------------------|----------------------|
| 1. New Years Day | 7. Labor Day |
| 2. Washington's Birthday | 8. Columbus Day |
| 3. Lincoln's Birthday | 9. Veteran's Day |
| 4. Good Friday | 10. Thanksgiving Day |
| 5. Memorial Day | 11. Election Day |
| 6. Independence Day | 12. Christmas Day |

A paid holiday shall be considered as a day worked for the purpose of computing overtime.

Should any of the listed Holidays fall on Saturday, the Borough will designate compensating days off with pay to each employee. The selection of such day or days shall be determined by the Council through the Borough Administrator in agreement with each employee's immediate supervisor.

Should any of the listed Holidays fall on Sunday, the following Monday shall be considered the Holiday and paid accordingly.

ARTICLE IX

VACATIONS

Vacation entitlement shall be based on the employee's date of hire according to the following schedule:

<u>Period of Employment</u>	<u>Vacation</u>
0-1 year service	One day for each full month worked up to a maximum of ten (10) working days
1 year service	2 weeks
8 years service	3 weeks
15 years service	4 weeks

Vacation may be taken at any time during the year subject to the approval of the Department Head. Vacations shall be selected and scheduled by April 15th of each year. Employees shall be given preference in the selection of vacation periods within each department on the basis of bargaining unit seniority.

In the event a holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation.

The vacation entitlement of each employee will be determined according to the anniversary date of hire.

Vacation benefits will be paid on the basis of a forty hour (40) week. Vacation pay will be paid, upon request, on the pay day prior to the start of the vacation period.

A discharged employee will not be entitled to vacation benefits.

There shall be posted in each department an open schedule on

which employees shall indicate their vacation preference, thus making it possible for individual employees to discuss with each other their individual preferences and make any mutually agreeable exchanges of vacation times. Employees shall have the right to move their vacation preference to a period in which a vacancy exists provided reasonable prior notice is given. There shall be no seniority "bumping" privileges once the scheduling of vacations has been completed.

The Borough will indicate on the schedule the number of men in each classification it can spare at any one time during the vacation season. The number of men allowed to take a vacation in any particular week in each classification within a department is subject to review and discussion between the Job Steward and the Department Head.

If while on vacation an employee is hospitalized, at the employee's option the vacation may be cancelled in place of sick benefits. The remaining vacation period will be rescheduled upon return to work by agreement with the Department Head.

ARTICLE X

FUNERAL LEAVE

In the event of a death in the immediate family of an employee or the death of a relative who resides with the employee, the Council, represented by the Borough Administrator, will grant a three day leave of absence, with pay, to the employee.

Immediate family shall be construed as meaning and including wife, husband, child, father, father-in-law, mother, mother-in-law, sister or brother. For all other relatives, a one day leave, with pay, will be granted.

ARTICLE XI

JURY DUTY

An employee called for jury duty will be excused from work for the period actually in attendance at Court and he will be paid his regular daily earnings for such times as he is required to be in attendance in Court.

ARTICLE XII

MILITARY LEAVE

Employees enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto, shall be granted all rights and

privileges provided by the Act.

An employee called to serve ANACDUTRA (Annual Active Duty Training) will be excused from work for this period and will be paid his regular daily earnings for such time he is required to be in ANACDUTRA attendance.

ARTICLE XIII

SICK LEAVE

Each employee shall be entitled to twelve (12) sick leave days at the beginning of each calendar year.

Unused sick leave days shall be cumulative from year to year with the maximum accumulation of 200 days. The maximum accumulation of unused sick days as of December 31, 1974 is 136 days.

An employee on sick leave more than four (4) consecutive days shall submit acceptable medical evidence substantiating the illness.

For a maximum of one (1) year following injuries sustained in the service of the Borough, an employee unable to work because of such injuries will be reimbursed for the difference between any Workmen's Compensation payments he may receive and the amount he would have earned in straight time wages working a regular forty (40) hour week. Sick days shall not be used for this purpose.

Employees requiring sick leave in excess of that provided for above will be granted sick leave without pay up to six (6) months with consideration by Council through the Borough Administrator of extension beyond six months.

Employees on sick leave will continue to accrue seniority.

Each employee reaching retirement age will be entitled to time off with pay prior to retirement date of one-half of his accumulated sick leave days not to exceed sixty (60) working days. There will be no additional compensation if the employee elects to continue working during that interval.

ARTICLE XIV

LEAVE OF ABSENCE

A recognized official of the Union will be granted a leave of absence without pay for the purpose of attending to Union business outside

the premises of the Borough.

In case of necessity, an employee may request permission from the Council through the Borough Administrator for leave of absence without loss of pay. Approval by the Administrator must be in writing fixing the duration of absence.

ARTICLE XV

HEALTH CARE INSURANCE PROGRAM

The Borough shall provide each employee with the following Health Care Insurance with dependent coverage:

- A. Comprehensive Blue-Cross Hospital Insurance.
- B. Blue Shield Surgical Insurance.
- C. Rider "J".
- D. Major Medical coverages supplementary to Blue Cross and Blue Shield Plan.

The Borough shall bear full coverage for each employee, together with his applicable dependents, in the bargaining unit.

ARTICLE XVI

PENSION PROGRAM

The Pension Program will be in accordance with the State of New Jersey Public Employees Retirement System Program.

ARTICLE XVII

SENIORITY

1. The first sixty (60) calendar days of employment shall constitute a trial period. The Borough shall have the right to discharge a newly hired employee during the trial period without assigning any reason for the discharge and such employee shall not have any recourse whatsoever under the Grievance Procedure.

2. Seniority for the purpose of this Agreement is defined as follows:

(a) Bargaining unit seniority is the employee's total employment service within the bargaining unit and is determined by the date the employee enters the bargaining unit.

(b) Classification Seniority is the employee's employment service within a particular classification. Classification seniority is determined by the date the employee enters the classification.

(c) Departmental Seniority is the employee's employment service within a particular department. Departmental seniority is determined by the date the employee enters the department.

Employees shall have preference to employment, recall from lay-off, transfer, promotions, bidding, vacation selection in accordance with their applicable seniority position.

Seniority shall prevail in all matters where a preference of selection involve two or more employees.

ARTICLE XVIII

NOTIFICATION TO THE UNION

1. The Borough will notify the Union, in writing, of any promotions, demotions, transfers.

2. The Borough will notify the Union, in writing, of a lay-off or termination of employment.

3. The Borough will provide the Union with an updated list of covered employees which shall be a copy of the salary and wage ordinance.

4. All written notification shall be made to:

Secretary-Treasurer
Teamsters Local Union 866
743 Main Avenue
Passaic, New Jersey - 07055

with copies to Shop Stewards.

ARTICLE XIX

PROMOTION, DEMOTIONS AND TRANSFERS

1. It is the intention of the Borough to fill job vacancies with qualified personnel from within the bargaining unit before hiring new employees.

2. Promotion is hereby defined as a move from a lower pay grade to a higher pay grade.

3. Notice of all job vacancies shall be posted on the bulletin board. This notice will remain on the bulletin board for forty-eight (48) hours and will include job title, labor grade and a brief description of the job duties including qualifications and necessary skills. Only those employees who make application during the posting period will be considered for the job.

4. Promotions shall first be offered to the most senior qualified employee within the department where the vacancy occurs, if he has bid for the job. If no such employee bids, then the job shall be offered to the most senior qualified employee who bids from within the bargaining unit. If no such employee exists, then the Borough may hire outside for the job.

5. An employee who is promoted to a higher position shall receive the rate of the new job classification. All employees so promoted shall be placed on the higher rated job for a limited trial period up to thirty (30) days. In the event the employee does not perform satisfactorily at any time during the trial period, such employee shall be given his former position without any loss of seniority or pay.

ARTICLE XX

LAY OFFS AND RECALL

The Borough may lay off employees only due to a permanent lack of work.

In such event employees may be laid off in the order of least bargaining unit seniority within their respective department and classification.

Notice of such lay offs shall be given one (1) month before the scheduled layoff.

Any employee laid off shall be placed on the recall list for a period of one (1) year.

The Borough, upon rehiring, shall do so in the inverse order of seniority. The Borough shall rehire the last employee laid off. Notice shall be made by registered mail to the last known address of such employee. Failure to report for work within five (5) days following the posting will disqualify the employee for recall.

The Borough shall not hire from the open market while employees on the recall list are capable to perform the duties of the vacant position and are ready, willing and able to be re-employed.

ARTICLE XXI

DISCHARGE AND DISCIPLINE

1. The Borough shall not discharge, discipline or suspend any employee without just cause.
2. Before an employee is disciplined or suspended, the appropriate union steward shall be notified and may be present when the action is taken. In the case of a suspension, the union shall be notified at its office at the earliest possible time after the action has been taken.
3. The Union shall be notified not less than twenty-four (24) hours prior to the discharge of any employee; a union representative may meet with the Borough representative to review and discuss the matter within said twenty-four (24) hour period.
4. When warnings are given in writing, a copy of such warning shall be given to the employee, the Union at its office, and the Shop Stewards.

ARTICLE XXII

PICKET LINES

It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any picket line.

ARTICLE XXIII

SAFETY AND PROTECTIVE CLOTHING

The Borough shall establish, promote and enforce a Safety Program to safeguard the health, life and limb of its employees and to properly maintain its equipment in such a manner which will insure safety operation.

Employees will not be assigned to operate unsafe equipment. Refusal to operate unsafe equipment shall not be cause for discipline. Employees are to report to their immediate supervisor any defects or unsafe conditions discovered on any equipment. The supervisor shall thereupon call the shop mechanic foreman to inspect the equipment in question and in case of defect order the equipment into the shop for correction.

The Borough shall provide each employee on a fair wear and tear basis safety glasses, safety hats, gloves, galoshes, boots, raingear and other protective clothing or equipment necessary in the performance of their duties.

The Borough shall further provide and maintain the following uniforms for each employee:

SUMMER

3 Pants and Shirts (3 changes per week)

WINTER

3 Pants, 3 Shirts
2 Jackets
1 Hat
(3 changes per week)

Employees will not be required to wear uniforms other than their own.

Safety flashing lights shall be conspicuously mounted on all motorized equipment.

The Borough shall make available clean and adequate wash, toilet and locker facilities.

A R T I C L E XXIV

OTHER CONDITIONS

Truck drivers and equipment operators shall continue present practice related to changing tires, fixing flats, lubricate or change the oil on any vehicle.

Borough employees shall not be required to perform work on contractor's equipment.

Volunteer Firemen shall be allowed to attend to fire duties without loss of pay.

A R T I C L E XXV

GRIEVANCE AND ARBITRATION PROCEDURE

1. A grievance within the meaning of this Agreement shall be any dispute between the parties involving interpretation or application of any provisions of this Agreement.

2. An aggrieved employee shall present his grievance within five (5) working days of its occurrence or such grievance shall be deemed waived.

3. In the event of such grievance, the steps hereafter set forth shall be followed:

STEP 1. The employee and the steward or the employee individually, but in the presence of a steward, shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily settled within two (2) working days, the employee or the steward shall forward the grievance to the next step in the procedure.

STEP 2. The Steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within two (2) working days, the grievance will be heard at the next step.

STEP 3. The Union Representative and the Borough's Labor Relations representative, or any such designated person shall meet to discuss the grievance within three (3) working days at the completion of the previous step. In the event of failure to reach a satisfactory adjustment of the grievance within five (5) working days, the grievance may be taken to arbitration by either parties upon notice to the other party.

4. If, in any of the foregoing steps, either party fails to carry out the procedures involved in these steps, the other party may take the dispute to arbitration.

5. ARBITRATION: Either party may apply directly to the New Jersey State Board of Mediation for the appointment of an arbitrator. The expense of arbitration shall be borne equally by the parties.

The award of the Arbitrator shall be final and binding on the Employer, the Union, and the employee or employees involved, and the parties agree to promptly comply therewith. The impartial Arbitrator shall only have the authority and power to interpret and apply the provisions of this Agreement to the grievance presented and his decision shall apply only to the issue arising out of the facts of such grievance. The Arbitrator may not alter or add to the provisions of this Agreement by his decision.

ARTICLE XXVI

NO STRIKE - NO LOCKOUT

1. During the life of this Agreement, the Union agrees that there shall be no strike of any kind, slowdown, sit-down, stay-in, boycott, picketing, work stoppage or any other type of organized interference, coercive or otherwise with the Borough's business, and further that the Union will take every reasonable step to prevent its members from participating in any such activity, including but not limited to ordering all members who participate in such unauthorized activity to cease and desist from same immediately and to return to work. In cases of unauthorized activity described herein, the Employer may impose disciplinary measures or discharge the employees directly or indirectly involved. In consideration of the foregoing, the Employer agrees not to lockout or cause to be locked out any employee covered under the provisions of this Agreement.

If the above procedure is followed, the Union, its officers and agents shall not be held liable for any such unauthorized acts.

ARTICLE XXVII

MANAGEMENT FUNCTIONS AND RESPONSIBILITIES

Except as modified by this Agreement, the Borough of Madison shall retain all of the rights and functions of management, including the right to manage and operate its facilities; to subcontract; direct the working forces; hire, transfer, suspend, discipline or discharge employees for cause; or lay off employees for lack of work; the right to introduce new and improved methods of operation, install new facilities and change existing methods or facilities.

ARTICLE XXVIII

SHOP STEWARDS

1. The Borough recognizes the right of the Union to designate two (2) shop stewards or alternates.

2. The authority of shop stewards or alternates so designated by the Union shall be limited to and shall not exceed the following duties and activities:

(a) The investigation and presentation of grievances.

(b) The collection of dues and initiation fees when authorized by appropriate Local Union action.

(c) The transmission of such messages and information which shall originate with and are authorized by the Local Union or its officers.

3. Shop Stewards or alternates have no authority to take strike action or any other action interrupting the Borough's business.

4. Shop Stewards or alternates after notifying supervisor prior to leaving job shall be permitted to investigate, present and process grievances without loss of time or pay. Such time spent in handling grievances during the normal work day shall be considered working hours in computing daily and/or weekly overtime.

5. The Borough will be advised in writing of the names of the Shop Stewards and alternates who have been authorized to act on behalf of the Union. The Stewards shall enjoy super seniority for all purposes.

ARTICLE XXIX

VISITATION RIGHTS

1. A representative or representatives of the Union shall have access during working hours to all facilities, buildings, grounds and other places in which employees covered by this Agreement work for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions and aims of this Agreement.

The Union shall act reasonably in the exercise of this privilege.

ARTICLE XXX

BULLETIN BOARDS

The Borough agrees to provide a suitable bulletin board for the exclusive use by the Union to post official notices relating to meetings and other Union affairs.

ARTICLE XXXI

NON-DISCRIMINATION

Neither the Borough nor the Union will discriminate against any employee or those seeking employment because of race, creed, color, sex or national origin, nor because of membership or non-membership in any church, society, fraternity.

ARTICLE XXXII

POLYGRAPH TESTS

The Borough shall not require an employee or applicant for employment to take a polygraph or any other form of lie detector test.

ARTICLE XXXIII

SEPARABILITY

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through Government regulations or decree, this entire Agreement shall not thereby be invalidated, but the effect thereof shall be limited to the provisions thus affected.

ARTICLE XXXIV

MAINTENANCE OF STANDARDS

1. The agreed to Minimum manning schedule is shown below:

Manning Schedule

Snow Plowing	2 men per truck
Air Compressors	3 men
Leaf Vacuum Pickup	3 men in gang
Snow Loader	2 men
Snow Payloading	2 men
Sewer Cleaning Machine	3 men
Road Salter, Sander	2 men
Bucket Truck, when bucket is being used	2 men
Meter Readers: Hazardous conditions should be inspected and reported to department head. Removal or correction of hazard conditions must be ordered by the department head.	

ARTICLE XXXV

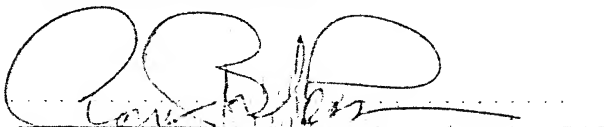
TERM OF AGREEMENT

Except as otherwise provided herein, this contract shall become effective January 1, 1976, and remain in full force and effect until midnight, December 31, 1976.

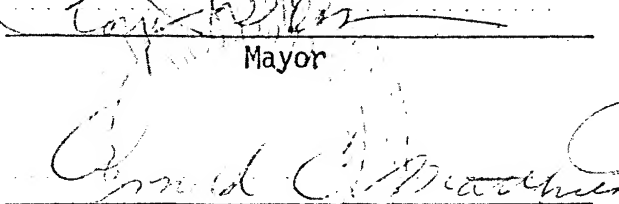
Negotiations for a successor agreement will commence before the final date specified by the regulations of the Public Employment Relations Commission of New Jersey.

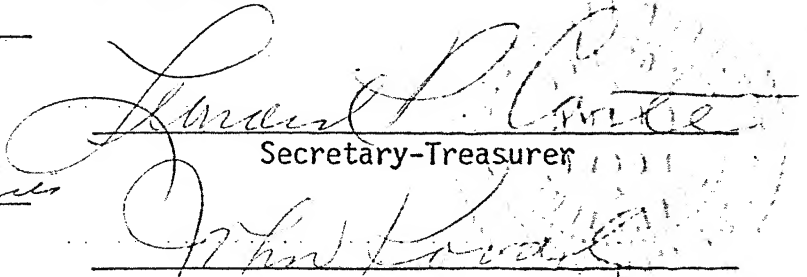
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the 17th day of June, 1976.

BOROUGH OF MADISON


Mayor

LOCAL UNION No. 866, Affiliated with
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers
of America




Secretary-Treasurer

(Final approval of this contract is subject to ratification by the Council of the Borough of Madison at the public hearing of the ordinance scheduled on June 14, 1976, and after final publication in accordance with law.)

BARGAINING UNIT - Local Union #866

James P. O'Leary

Frederick Thorsbe

Robert L. Sizer

John F. Blair

Erasmus J. Barrett

William B. Lipe

Charles J. Dwyer

Kevin O'Brien

Angelo P. Spraggall

Pay Schedule "A" - Local Unit No. 866 Bargaining Unit

Name	Date	Job	Salary As of 12/31/75, \$/Yr.		
	Employed	Title	Base	Long.	Total
ROADS					
Piano, R.	4/30/51	Foreman	15,973	400	16,373
Marano, J.	4/14/52	Ass't. Foreman	14,236	400	14,636
Doherty, J.	6/9/58	Equip. Operator	13,492	300	13,792
Lepre, V.	6/1/55	Equip. Operator	13,492	400	13,892
Maieilo, J.	2/11/57	Equip. Operator	13,492	300	13,792
Esposito, Anthony	1/8/62	Truck Driver	11,012	200	11,212
Blair, W.	4/12/66	Truck Driver	11,012	100	11,112
Bernardo, F.	7/27/70	Truck Driver	11,012	100	11,112
Allocca, Anthony	1/4/72	Truck Driver	10,315	0	10,315
Spriggs, A.	1/4/72	Truck Driver	10,315	0	10,315
LoSavio, N.	12/10/73	Equip. Operator	11,745	0	11,745
PARKS					
Falcone, V.	2/1/51	Foreman	15,973	400	16,373
Alise, L.	5/4/62	Equip. Operator	13,492	200	13,692
Ziegenfuss, E.	5/14/62	Equip. Operator	12,327	200	12,527
Barretti, E.	6/11/62	Truck Driver	11,012	200	11,212
Forte, R.	2/11/57	Truck Driver	11,012	300	11,312
Maines, D.	5/14/74	Truck Driver	8,720	0	8,720
McLaughlin, P.	4/18/66	Truck Driver	11,012	100	11,112
Mastrodomenico, R.	4/18/66	Truck Driver	11,012	100	11,112
Fratalli, R.	6/26/67	Truck Driver	11,012	100	11,112
SANITATION					
Olivieri, A.	4/15/52	Foreman	15,973	400	16,373
Blair, J.	12/8/58	Equip. Operator	13,492	300	13,792
Esposito, Alfred	4/14/58	Truck Driver	11,012	300	11,312
Alise, R.	2/10/58	Truck Driver	11,012	300	11,312
MECH. SERV.					
Thonebe, F.	1/1/58	Foreman	15,973	300	16,273
Finelli, M.	4/23/73	Mechanic	13,492	0	13,492

* Include:

• 96/001\$ ppe 96/001\$

• 96/001\$ of 96/001\$ 96/001\$

• 96/001\$ of 96/001\$ 96/001\$

• 96/001\$ of 96/001\$ 96/001\$

• 96/001\$ of 96/001\$ 96/001\$

Name	Date Employed	Job Title	Salary As Of 12/31/75, \$/Yr.			Salary As Of 1/1/76, \$/Yr.		
			Base	Long.	Total	Base	Long.	Total
<u>MECH. SERV. (cont.)</u>								
Serillo, M.	5/17/71	Mechanic	13,492	0	13,492	14,579	0	14,579*
<u>BUILDINGS</u>								
Flynn, J.	6/4/45	Custodian	9,772	600	10,372	10,407	600	11,007
<u>UTILITIES</u>								
O'Brien, V.	6/1/55	Customer Serviceman	11,631	400	12,031	12,597	400	12,997*
Bishop, R.	5/15/56	Meter Reader	11,631	300	11,931	12,387	300	12,687
Irving, C.	2/10/69	Meter Reader	11,631	100	11,731	12,387	100	12,487
McCormack, J.	3/16/53	Foreman	15,973	400	16,373	17,221	400	17,621*
Stefanek, R.	1/3/62	Foreman	15,973	200	16,173	17,221	200	17,421*
Bishop, W.	2/28/72	Lineman	14,112	0	14,112	15,239	0	15,239*
Melvin, H.	1/1/63	Lineman	14,112	200	14,312	15,239	200	15,439*
Mason, R.	1/1/71	Lineman	12,252	0	12,252	13,709	100	13,809
Nodoro, V.	2/16/70	Meter Tester	10,392	100	10,492	11,067	100	11,167
Fillipone, A.	3/17/69	Station Operator	11,012	100	11,112	11,728	100	11,828
LoSapio, P.	7/27/70	Station Operator	11,012	100	11,112	11,728	100	11,828
Allocca, T.	6/18/73	Groundskeeper	9,249	0	9,249	9,850	0	9,850
Doherty, J.	6/18/73	Lineman	11,632	0	11,632	12,388	0	12,388
Serillo, R.	6/18/73	Apprentice Lineman	11,012	0	11,012	11,728	0	11,728

*Includes adjustment of 10¢/hr. (\$209.60/y

Pay Schedule "B"
Local Unit No. 866 Bargaining Unit Employees
Progression Schedule

Effective 1/1/76

Job Title	Entrance Rate	After 1 Full Year Service	After 2 Full Years Service	After 3 Full Years Service	After 4 Full Years Service
Truck Driver	\$10,242/yr	\$10,614/yr	\$10,985/yr	\$11,356/yr	\$11,728/yr
Equipment Operator	11,889	12,508	13,128	13,749	14,369
Assistant	9,287	9,402	9,517	9,631	9,746
Groundskeeper-Util.	9,292	9,571	9,850	10,128	10,407
Mechanic	12,558	13,011	13,464	13,916	14,579*
Foreman-Mechanical Service	15,458*	16,340*	17,221*		

Lineman - Electric Utility Progression Schedule

Starting Salary (Apprentice).	\$10,407/yr
After 1 Year Service	11,067
After 2 Years Service	11,728
After 3 Years Service	12,388
After 4 Years Service	13,048
After 5 Years Service	13,709
After 6 Years Service	14,369
After 7 Years Service - (Max.)	15,239*

*Includes 10¢/hr. (\$209.60/yr) adjustment in addition to 6.5% increase over 1975 salary

